

Teamster Lockout:

Members are shut out of talks while deals are cut at UPS and UPS Freight.

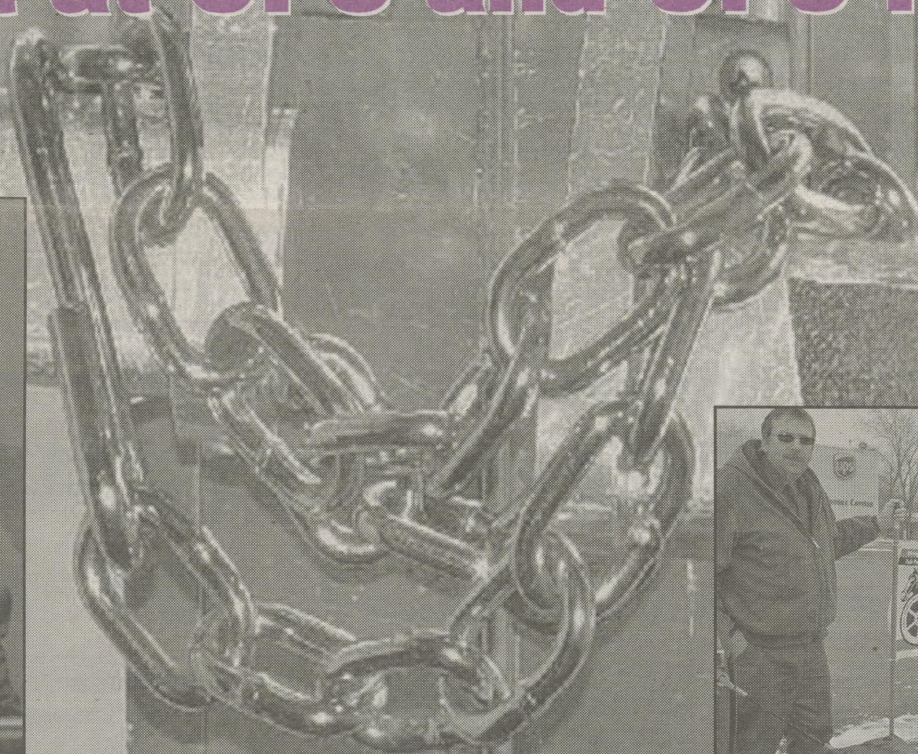


Hoffa: It's 'Impractical' To Hold UPS Freight to NMFA

IBT documents reveal that Hoffa has no intention of bargaining National Master Freight Agreement standards in the UPS Freight contract.

As secret talks continue in Indianapolis, fears rise that Hoffa will ink a substandard deal that will let UPS Freight control the pension plan and undercut the best language in the NMFA. Teamsters say the time is now to stand up for our future in freight.

See Freight coverage on pgs 6-7.



UPS Teamsters Locked Out of Secret Talks on Early Deal

Chief negotiator Ken Hall says a deal on an early contract will be reached with UPS "soon." But UPS Teamsters remain in the dark about what pension and language improvements our union is demanding.

Join UPS Teamsters who are building a network to make sure UPS and our union negotiators deliver the contract we deserve.

See UPS coverage on pgs 4-5.

Letters From Our Members

Respect UFCW Picket Lines

Things are getting crazy in Southern California with contract negotiation for the clerks at Albertsons and SuperValu. They're UFCW members, and they're fighting for a stronger agreement. They deserve our support.

I've been a Teamster since 1970 and to this day, it has always bothered me to see anyone cross a picket line. We need to join together and back our clerk brothers.

In 1985, my local officers told my fellow brothers to cross our picket line or they would be out of a job, even though we were all in the same local. Brothers crossed my picket because they were wholesale and we were retail. A union brother is a union brother whether they have the same job title or not.

The issues facing our clerk brothers are not affecting them alone; they're affecting all Teamsters! It's time to strengthen our union before we lose it and unite with our brothers and sisters in Southern California. We should honor their pickets and make things that much tougher for the employers.

George Figueroa
Local 952, Retired
La Habra, Calif.

Unity Conference: We're Watching Closely

We're keeping a close eye on our officers—they're at the Unity Conference in Las Vegas this week. We want to make sure they're there to help make our union stronger—not to party.

Leedham won Local 174. That tells me that the heart of 174 is reform. Reform is alive and well in Seattle.

Mary Pat Lang
Local 174, King County

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

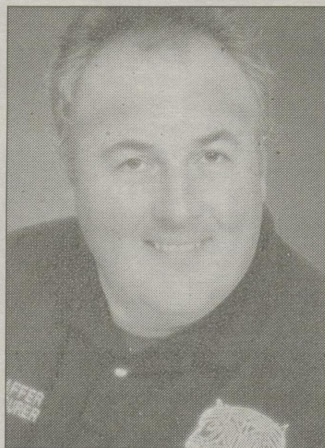
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NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

Master Freight: The Time is Now

My freight brothers and sisters, a call to action. It's time to dig out those National Master Freight contract books that expire March 31, 2008...the names of the union negotiating committee members are in there, thirty-three of them plus Hoffa. Many will be back at the table this time around. If one of these guys is in your local, it's time to get to them in union meetings with our contract demands.

The time to start is now, to make sure our issues get on the table. I guarantee you that the employers are already making their plans. Parity in supplements should be one of our demands. We have benefits and language that is better from one supplement to the other. For example, you get three personal days in the East, two in the South, and only one in the Central.



Michael P. Schaffer
Local 769, Roadway
Miami, Fla.

Thanks TDU For Fighting for Our Pension

I sure hope the union officers from Hoffa on down will be honest enough and caring enough to negotiate tough with UPS and fight to keep our UPS brothers and sisters in our pension fund, along with Yellow Roadway and others.

Central States needs to come clean on their pension operation and give us a break on reemployment rules.

Thanks TDU for keeping our union honest and growing.

And one more thing: Please keep us informed about our union railroad brothers and sisters!

John C. Landgraf
Local 364, Retired
Goshen, Ind.

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Rick Sather, Minneapolis Local 638
Joe Sexauer, Chicago Local 743

Members:

Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Larry Macdonald, Atlanta Local 728
Ed Michael, Salem, Ill. BLET Div. 724
Sandy Pope, New York Local 805
Joe Wright, Boston Local 82

Alternates:

Gary Brooks, Chicago Local 705
Delores Bowden, Chicago Local 726
Matt Latzo, Washington Local 639

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Carhaulers: Prepare for Contract Battle Ahead

Bargaining for the carhaul contract will start by the end of this year.

Now is the time for rank-and-file carhaulers to build a strong network to share information, build unity and promote solidarity.

The Hoffa administration threatened just enough Allied Teamsters to narrowly pass concessions in April.

There is a lesson in that vote for all of us. In the locals where carhaulers distributed TDU information and talked to fellow members, the concessions were voted down. We needed more TDU members, more outreach, and a stronger network.

We can't wait till it's too late: many Allied Teamsters got in touch with us after the vote.

Concessions May Spread

Other carriers—Jack Cooper and PMT, Cassens, and Active—are now pressing to get concessions like the 17 percent reduction given to Allied.

Yucaipa will do the same with their PTS operation. Industry analysts expect Yucaipa to position PTS and Allied for an eventual merger to achieve greater density and efficiency.

Carhaulers are asking how Allied can be part of the same master contract, while making 17 percent less. At the same time, we need an effective organizing program.

If the Hoffa administration wants to lead a campaign to save our contract, Teamsters, including TDU members, will get behind them in that effort. But we can't hold our breath waiting for that.

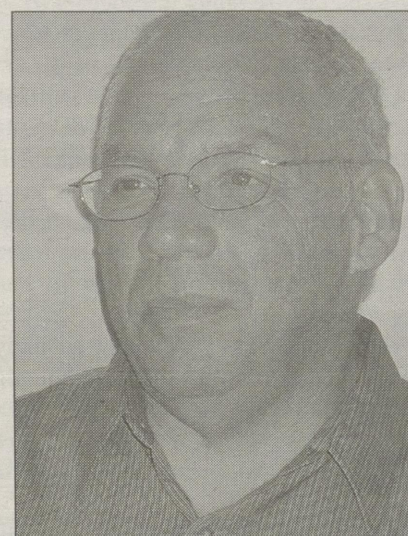
Time To Organize

We need to organize *now* to defend the contract, and let the carriers know we will not approve any concessions.

Now Is the Time To Get Organized

"Our so-called union leaders put the fear in enough Teamsters to get the vote passed. Nearly half of us, 48 percent, voted No and stood our ground. It's real Teamsters like Donna McCuiston and Ava Miller who got us a half-way fair vote and we'll need that oversight again on next years contract. All carhaulers need to get organized now if we're going to have a chance of winning anything next year. And, as soon as Allied gets profitable, we need to get to full contract rate."

Rob Hackett
Local 957, Allied
Datyon, Ohio



We need to stand united to say that as soon as Allied makes a profit, it will be time to demand the concessionary pact be reopened, to bring Allied Teamsters back up to scale.

We need to demand that retiree health benefits be restored, and a plan to restore our 25-and-out and 30-and-out benefits

our union won in the past.

Carhaulers in Teamsters for a Democratic Union have a proud history and believe together we can build a strong Teamster future.

We invite you to contact us to find out how you can be part of making it happen.

Hoffa Delayed Concessions Deal Until after IBT Election?

Did Ron Burkle Conspire with Hoffa To Acquire Allied?

Two shareholders who own 337,000 shares of Allied Holdings filed a class action suit charging that Yucaipa owner Ron Burkle conspired in 2006 with the leadership of the Teamsters to take control of Allied.

The suit, filed under the Racketeer Influenced and Corrupt Organizations (RICO) Act, alleges that in May 2006 Burkle made his move, after his business partner, former President Bill Clinton, helped get Hoffa on board.

The Teamster leadership then arranged for a side-deal of concessions to Yucaipa, and pressured Allied to go along, because the concessions would only be offered if Yucaipa got control of Allied.

The deal was kept quiet until after the November 2006 Teamster election to avoid a "problematic time for Hoffa to have to announce and explain to the rank-and-file membership of the IBT any con-

cessions or givebacks" the lawsuit alleges.

In April, Yucaipa and Allied bought-off another potential competing bidder for the company with \$525,000 cash and millions paid for stock.

How much of that comes out of money promised to be used for new equipment is anybody's guess.

That settlement deal also contains a provision that no one, including attorneys in the case, may give any information to Teamsters for a Democratic Union (TDU). Apparently Yucaipa considers TDU to be a threat.

The suit will not benefit working Teamsters; it will not delay Yucaipa in taking control of Allied, or the 17 percent concessions which will go into effect around June 1.

The lawsuit and the Wall Street Journal report on it are available at www.tdu.org.



A RICO suit filed by Allied investors alleges that Ron Burkle conspired with Hoffa to take control of Allied, and in return Burkle delayed the concessions until after the Teamster election last November. Yucaipa later bought off a competing bidder; that settlement has a clause prohibiting any information going to Teamsters for a Democratic Union.

UPS Teamsters are Locked Out of Bargaining, But...

Right to Vote Gives Members the Power To Stop Hoffa From Settling Short (Again) at UPS

The IBT has the power to keep Teamsters in the dark about UPS bargaining—and they're doing it.

But the final say on early negotiations lies in the hands of working Teamster.

UPS Teamsters have more power than many of us realize. We have the power to Vote No and reject an early contract if Hoffa and Hall settle short.

In 2002, they sold us a weak agreement as the Best Contract Ever and we're still paying the price. We can't let that happen again.

There's no reason to accept an early deal if it's a weak one. Our bargaining power will only increase with time, because management is under pressure from shippers and stockholders to settle early.

With the pressure on UPS, why should we vote to give them an early deal unless

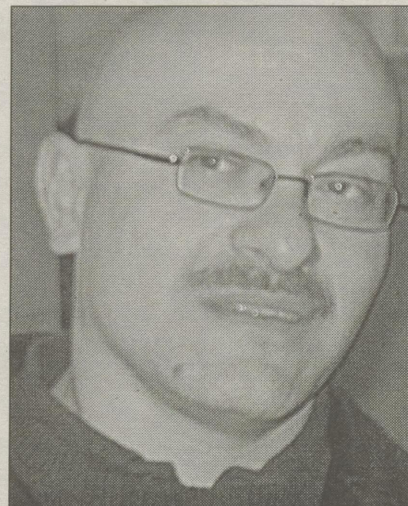
we get the better benefits and stronger contract protections we need?

Organized Members Have the Power

We have the power to vote down a weak contract. And we have the power to vote down regional supplements too if they don't adequately deal with working condition issues.

To effectively use this power, we need to be informed and organized. TDU is building a national network so that UPS Teamsters can share information if and when an early deal is reached.

Our IBT negotiators are keeping us in the dark. But working together, we have the power to win the contract we deserve. Be a part of it. Visit www.makeupsdeliver.org and contact TDU today.



Jairo Reyes
Local 804, New York
Package Car Driver

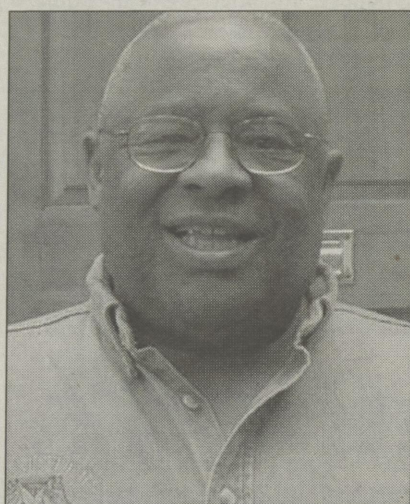
No Early Contract Unless Our Issues Are Addressed

"UPS made \$4 billion last year. They are getting fatter while we get the shaft.

"The Teamsters need to take a stand and look out for our future. That means us. The union isn't the executive board. We are the union—the rank and file. Without us, there is no Teamsters.

"We have the power of the vote. We shouldn't ratify an early contract unless we're taken care of."

New Contract Must Fix Language Problems Left Over From the 'Best Contract Ever'



Howard Williamson
Local 162, Portland, Ore.
Package Car Driver

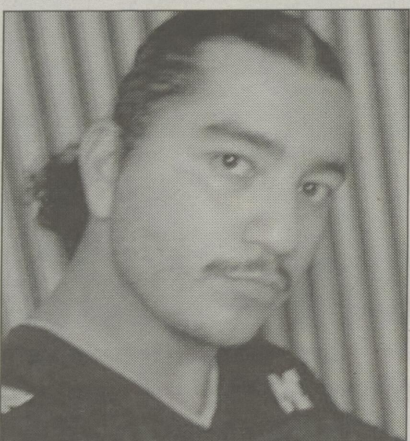
Real Protection from Excessive Overtime

"The 9.5 language we have now doesn't have the substance or the teeth we need.

"The same with the 8 hour request: a member requests an 8-hour day for some important reason, and the company works him 10 hours. What's the penalty? Nothing.

"If a member grieves excessive overtime, the company will back off for awhile, but that's about it.

"We need hard and fast language that is enforceable to let members limit unwanted, excessive overtime."



Lawrence Cruz
Local 396, Los Angeles
Combo Worker

Raise Part-Time Wages; Stop Supervisors Working

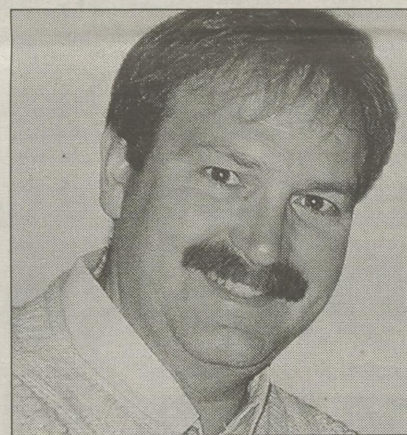
"The starting rate has to go up. \$8.50 an hour doesn't cut it. We work hard and deserve real union wages.

"Supervisors working is out of control. When a supervisor tells me as a steward 'Go ahead file your grievance, we'll just pay,' then you know we've got a serious problem.

"We need stiffer language, stronger penalties and tough enforcement by our union across the board. Right now, it's just a joke."

More Full-Time Jobs; Rights for Combo Workers

"The company is trying to make Article 22.3 jobs as unattractive as possible to try to make us feel like second-class citizens. We need to increase the rate of pay and strengthen seniority and bidding rights. A full-time job is a full-time job and we need to win 10,000 more of these in this contract. But there needs to be reform and strong universal rules that govern these jobs and protect our rights as Teamsters."



Rich Olson
Local 90, Des Moines, Iowa
Combo Worker

Join TDU: Plug into the Network that's Organizing for a Strong UPS Contract

"Teamsters at UPS have been kept in the dark about bargaining. But our right to vote gives us the power to reject an early deal if Hoffa and Hall settle short.

"TDU will get the details of any early settlement out to members fast so UPS Teamsters can make an informed decision. Be in the loop. Stand up for our contract. Join TDU today."



Dianne Bolton, Local 174
Seattle, Feeder Driver
Co-chair TDU Steering Committee

JOIN TDU ONLINE AT WWW.TDU.ORG OR
MAIL IN THE MEMBERSHIP FORM ON PAGE 7

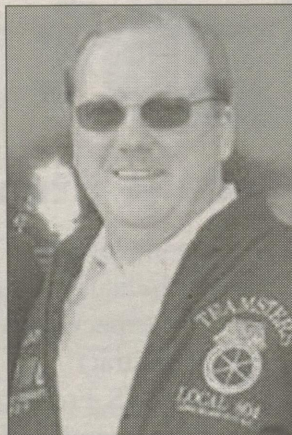
Will We Make UPS Deliver Pension Improvements?

"Pensions are the number one issue for our members. We're going to focus on improving their pension. Because after all, it's the members that drive these negotiations, it's their issues and that's what we're going to be guided by."

- Ken Hall, IBT Parcel Director

"Once we're finished with these negotiations, the message to other employers where our members are represented should be, 'If you mess with our members' pension and benefits, you're going to get the shit kicked out of you by the Teamsters.'"

Ken Hall, IBT Parcel Director



Ken Hall has promised that the UPS contract will improve pensions and send a message to all employers that our union won't stand for pension and benefit cuts.

Is it real, or is it just talk?

Members are hoping for the best. But we've heard big talk before. In 2002, we were promised that the UPS and freight contracts would protect our benefits. Then we were hit with the worst cuts in Teamster history. We were lied to.

It's Up to Us

It's up to Teamster members to make sure we don't settle short again.

At the recent Teamster "Unity Conference" in Las Vegas, Hall

announced that our union will reach an agreement with UPS "soon."

Management wants an early agreement, to reassure shippers and stockholders. Will our union use this bargaining leverage to win the pension and benefit improvements we've been promised?

Hoffa has promised that this UPS contract will be the richest one ever—and that's one promise he will keep. The company's record profits and new pension rules mean UPS will set a new record for benefit contributions.

But what will these record contributions mean to working Teamsters? What cuts will be restored and what improvements will be won?

Central States: Restoring Early Retirement

Teamsters in the Central States were told that the 2002 "Best Contract Ever" would protect our benefits for the life of the contract. Instead that agreement gutted early retirement in the Central States by slashing the pension accrual rate in half and raising the cost of retiree healthcare to as high as \$1,200 a month.

If we're going to give UPS an early deal, we need to restore benefits that we've lost.

A new rule set by the fund requires that all new contracts must contain at least an eight percent increase in pension contributions every year. This means at least \$2.40 an hour will go into the pension fund over the next contract, probably a good bit more. Contributions to the Central States Pension Fund will reach \$8 per hour during the next contract.

Retiree Healthcare

The question is what benefits will be restored?

In Central States, the easiest benefit to

restore is affordable retiree healthcare. These benefits were slashed because of one fact: money designated for our health benefits was diverted for three years in a row to the pension fund.

As a result, Teamster members are being prevented from retiring at 25 and 30 and out.

The next contract has to undo the damage that was done by the Best Contract Ever.

We need to substantially increase contributions to our Health and Welfare Fund so that our health benefits are protected and affordable retiree healthcare is restored.

If our negotiators do their job, UPS Teamsters in the Central States can have retiree health benefits for \$50 a month, just like we had prior to the cuts.

Pension Accrual and Early Retirement

Our pension accrual has been cut in half, and our early retirement plans cut

out. Teamsters need a written agreement—not a worthless promise—that our pension benefits will be phased back in as increased contributions build up in our fund.

In 1997, UPS Teamsters got a statement from Central States—before we voted on the contract—telling us in writing what our benefits would be if we rat-

ified the contract.

After the broken promises of 2002, we need to demand it in writing this time.

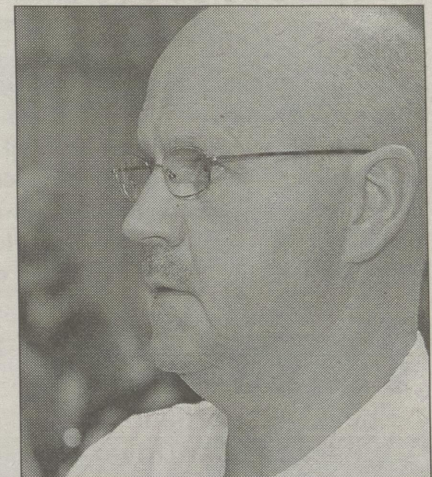
We need to restore retiree healthcare in full, and a specific timeline for restoring our pension benefits.

Without these gains, why would we vote to approve an early deal? We can hold out and bargain for more.

No Early Deal without Benefit Improvements

"UPS wants an early deal. We should not give them one unless we get back some of our cut benefits—and contract language that puts us on a clear road to fully restoring everything we've lost. Hundreds of thousands of Teamster drivers like me fought and sacrificed to win 25 and 30 and out. Hoffa took that away and he shouldn't settle with UPS until he wins it back."

Wes Epperson
Local 41, UPS Feeder
Kansas City, Mo.



Western Fund:

Will Record Contributions Win Back Our Pensions?

Hundreds of thousands of Teamsters covered by the Western Plan are still facing a nearly 40 percent pension cut even though the fund is 100 percent funded.

The Western Fund will be even more flush after the UPS agreement. UPS will be required to increase its contributions by at least eight percent a year in Central States, and the West will get the same. By the end of the agreement, UPS will be putting \$8 an hour into the pension fund.

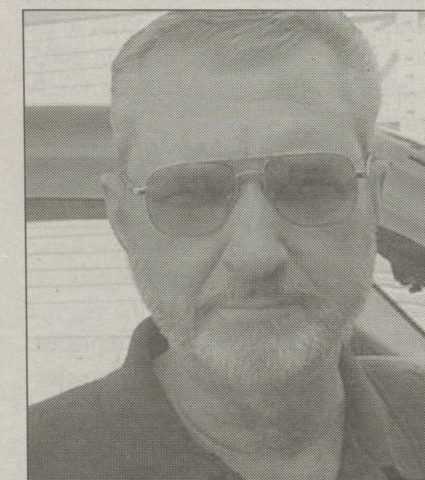
What will this mean to UPS Teamsters in the West? The "Best Contract Ever"

and the pension cuts that followed reduced the monthly pension benefit by \$500.

Will record contributions in the West fully restore the pension multiplier to the historic minimum of 2.2 and 2.65 for all Teamsters with twenty or more years? Will the multiplier go higher or will the fund increase benefits by bringing back bonus years?

Keep in mind that more money bargained into pensions will likely mean a lower wage increase.

Make a Stand at UPS To Restore Benefit Cuts



"The IBT needs to make a stand at UPS and get the money we need to restore our benefits—especially affordable retiree healthcare which can and must be immediately restored. If Hoffa and Hall don't get the money we need out of UPS, then how are we going to win it in freight bargaining next year?"

Louis Armstrong
Local 667, Roadway
Memphis

UPS To Control Pensions?

Hoffa: 'Impractical' To Hold UPS Freight to NMFA

What many members suspected has been admitted: **per.** Hoffa regards bargaining to get UPS Freight in line with the National Master Freight Agreement to be "impractical" and he has no intention of doing it.

Hoffa admitted he wouldn't seek NMFA standards in the contract with UPS Freight on May 2, in a letter from IBT General Counsel Bradley Raymond.

It looks like a deal between the Hoffa administration and UPS Freight is in the works: the Teamsters get the dues, and UPS controls the pension plan and avoids the best language of the NMFA. Since UPS Freight already pays close to the NMFA, wages are not a large factor.

Don't Undercut Us!

Teamsters—freight, UPS, and others—should say loud and clear: *don't undercut our pension plans or national contract! Insist that UPS Freight be under our national contract, with full Teamster pensions.*

If it is "impractical" to win the NMFA at UPS Freight, where would it be practical? UPS is the largest and most profitable transport corporation in the world.

This smells like a plan to give up on

the freight industry.

Hoffa Admits He Won't Seek NMFA Standards

The admission by the Hoffa administration came in their official response to the Election Supervisor, justifying why they dismissed Dan Virtue as Eastern Region Freight Director.

After Virtue ran as an independent candidate for Eastern Region Vice President, the Hoffa administration fired him in January.

The IBT's May 2 statement lists three official reasons for Virtue's firing:

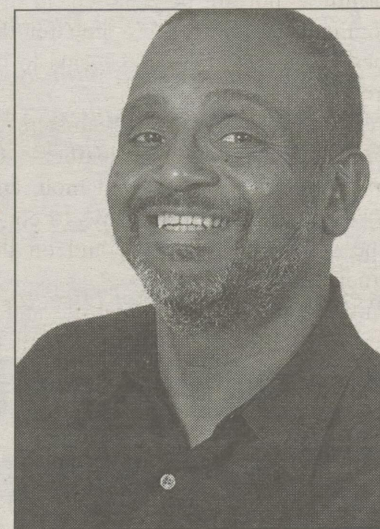
- "Virtue has been responsible for deliberately deadlocking DHL grievances."
- "Virtue and Ramos were perceived by the IBT's leadership as having been instigators of the disastrous 2004 strike against Red Star."
- Virtue was "committed to imposing the

Get It Straight at UPS Freight

"The negotiations going on right now in Indianapolis are key to what we can expect next year with the freight contract."

"The UPS Freight contract has to bring new members into our pension fund and win wage increases and good work-rule language. If the IBT doesn't do that, we face an uphill battle to achieve any improvements for freight Teamsters."

Al Wilkins
Local 480, Roadway
Nashville



terms of the National Master Freight Agreement on UPS's recently acquired freight division and on DHL," a strategy the Hoffa administration regards as "impractical."

Strong Teamster Positions

Hoffa fired Virtue for deadlocking grievances, instead of selling out to DHL, and for being committed to winning NMFA terms at DHL and UPS Freight! Those sound like good Teamster positions.

Also, Hoffa is now—*three years after the fact*—trying to blame Virtue for the

Red Star disaster, a strike called by the Hoffa administration. If it was Virtue's fault that 1,400 Teamsters lost their jobs, why would Hoffa wait three years to fire him?

Hoffa may convince the Election Supervisor that these are the reasons he fired Virtue. But we don't think he can convince working Teamsters or concerned local officers that we should undercut our national contract to give wet kisses to UPS.

Teamsters should speak out now, and ask Hoffa not to let UPS off easy.

The future of our pension funds and our freight division is on the line.

Turning Casuals into Full-Time Jobs

**NATIONAL MASTER
FREIGHT AGREEMENT AND
CENTRAL REGION LOCAL CARTAGE
AND OVER THE ROAD
SUPPLEMENTAL AGREEMENT**

**Enforcing
the NMFA**

For the Period:
April 1, 2003 through March 31, 2008

Over the past couple years, over 200 new positions have been created at freight carriers in Georgia, thanks to Local 728. They used Article 3, Section 2 of the freight contract to turn casual workers into Teamsters with seniority, benefits and union protection. Prior to the present leadership taking office in 2005, this part of the contract was rarely enforced.

The NMFA (Article 3.2) has enforceable language requiring every terminal to provide the local union and stewards with a detailed monthly report listing the name of every single casual who worked on every shift and the name of the regular worker replaced. If no one was replaced, that shift counts as a supplemental casual, and leads to required hiring. But the union has to enforce it, or it won't happen. In the South, and in most NMFA

supplements, for every 30 supplemental shifts worked in a two-month period, one full time Teamster must be hired. Some have additional language.

Enforcement Is Key

This contract language isn't perfect, and it should be improved in the upcoming bargaining. But it is clear, unambiguous language, so the union can use it effectively at the grievance panels. Some locals do a good job, but some don't even bother to review the monthly reports and create more Teamster jobs. Some local officials will get a friend hired, and then give the company a pass on hiring more Teamsters.

Management sometimes serves up the excuse that they can't find good workers to hire. The contract does not allow this

loophole, so the argument has no merit. It does remind us, however, that we need to get rid of the 75 percent starting rate in freight; it will be easier to hire good drivers when they don't have to start at \$16 per hour.

Local 728 agents have had to stand their ground and do their homework to enforce this clause. Often they get a back-dated seniority date, so the member gains time in the progression, sick days and in earning vacation time.

Like any contract enforcement, when it is done regularly, it gets easier. Employers come to expect to live by the contract they signed.

If your Local Union is not enforcing the freight contract requirement on hiring casuals, it's time to start. It will put more Teamsters to work and strengthen our hand in the upcoming bargaining.

Freight Teamsters

Time To Get Ready for the '08 Contract

Teamsters in the Freight Division are determined not to be ignored in the upcoming bargaining. It is time for the voices of the members and locals to be heard.

A network of freight Teamsters is forming, initiated by members of Teamsters for a Democratic Union, and will become visible in the days to come in the shops, local unions, and on the internet.

Initial plans call for a website and a series of conference calls to be held nationally and by supplemental region, to share information and arrive at a target list of critical issues for Teamsters to rally around.

Some initial issues being discussed include:

Compiling the Best Benefits and Conditions in Various Supplements. If the carriers are already living and profiting with better bidding procedures, more paid time off, or better protection against abuse of casuals in some supplements, then it can be spread nationally.

Winning Fair and Equitable Wages. Freight Teamsters have fallen far backward in the past decade. In May 1997, 10 years ago, a city driver who made \$18.68 per hour makes \$22.11 today. Just to have buying power equal to 1997, that driver would have to make \$23.97, nearly \$2 more. A UPS package car driver now makes \$5 per hour more than a freight driver. It's time for some serious improvement in wages.

The Tiered Wage Structure Should End. Experienced Teamster drivers who are hired in freight start at \$16.50 per hour (75 percent of scale) and will lose at

least \$20,000 over the next two years. It's time to end it.

Working Conditions Need To Improve. Dispatch procedures have broken down by playing locals against each other and through changes of operations. We must put limits on forced overtime for dock hands and local drivers. Not only will Teamsters have more time for their families, more Teamsters will be put to work.

Winning Back and Protecting Good Pensions and Health Benefits. The current UPS bargaining may set the pace here, but if it falls short of what is needed, it will be up to freight Teamsters to take the lead.

These are only starter ideas, and by no

It's time for freight Teamsters to join hands in unity and determination to win.

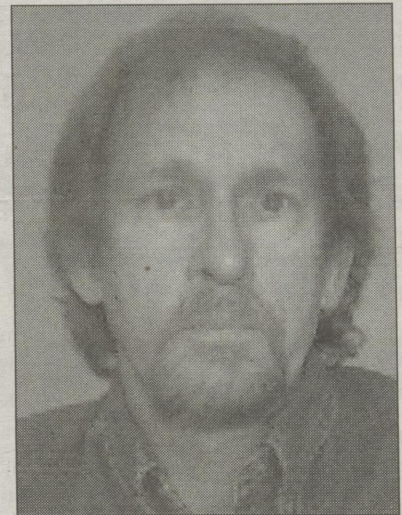
means a comprehensive program. The Freight Committee needs far more input and discussion to arrive at a program and plan to win it. Call 313 842-2600 or email letters@tdu.org for more info and to get involved.

We are committed to winning real gains. We are not powerless. Some 60,000 freight Teamsters now work for YRC, DHL, or ABF. These are profitable corporations, and it's time for freight Teamsters to join hands in unity and determination to win.

Affordable Retiree Healthcare

"The next contract has to restore affordable health coverage for retirees. We lost that coming out of the last contract so now it's a tough decision on when to retire. We wouldn't be in this position if we had honest leadership for the rank and file. Instead, we have a wolf in sheep's clothing picking us off one by one. The bottom line is we need improved company contributions on benefits and the negotiations better deliver that."

Bob Hrifko
Local 377, Yellow
Youngstown, Ohio



Freight in '08: You Can Help **JOIN TDU**

TDU MEMBERSHIP APPLICATION

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Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

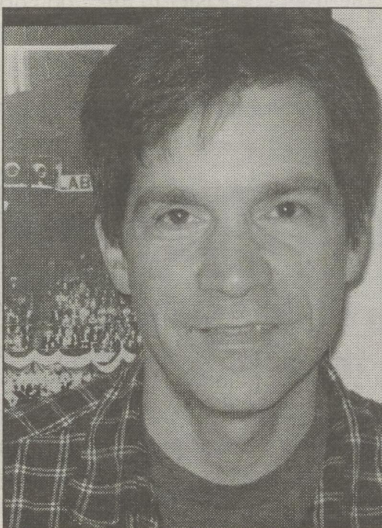
MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Training for New Teamsters



"We need to raise a proposal for the supplements with language requiring companies to hire from Teamster-sponsored driver training facilities.

"Operating or sponsoring these schools would help address the nationwide truck driver shortage and serve the union by educating our future members on labor and safety issues."

Leonard Stoehr
Local 728, ABF
Atlanta

Fighting Third-Party Outsourcing in Louisville, Ky.

Two Day Strike Beats Kroger



Teamsters protected their job security and Teamster standards during a two-day strike at Kroger's Kentucky Distribution Center.

Local 89 Teamsters at Kroger's Kentucky Distribution Center have new agreements that protect Teamster standards after a quickie two-day strike.

Teamsters were fighting for their job security and their Teamster standards after Kroger turned over the warehouse to two third-party contractors, Zenith and Transervice, in February.

Teamsters at the facility walked out on April 18 after negotiations broke down with the two contractors.

Local 89 members put up strong picket lines at the facility. "We heard that no

work got done inside," reported Mark "Gator" Horsley from the picket line. Horsley is a Local 89 member at Zenith.

The new agreements are for six years—two years longer than the regional Kroger agreement.

The new Zenith agreement includes new language on overtime. If forced overtime is not reduced, the company will start having to pay double-time for forced overtime. Before the strike, many warehouse employees were working seven days a week.

Drivers Sue for Unpaid Wages at Waste Management

Teamsters at Waste Management are routinely forced to work off the clock. Now a group of drivers is doing something about it.

Waste Management drivers in California have filed a lawsuit against the company for wage and hour violations. Their case is similar to a successful class action lawsuit against UPS that resulted in an \$87 million victory by more than 20,000 UPS drivers.

Under California law, employees have to be given an off-duty meal period within the first five hours of work and a second meal period when they work more than 10 hours a day. The law also states that employees who work more than 10 hours are entitled to three 10-minute breaks.

Waste Management drivers regularly have to work through their breaks—including taking their meal breaks in their trucks while waiting in dump lines.

"The company pressures us to get our routes down faster and to work through our breaks. We told our business agent

about it, and he said, 'Leave me out of this,'" said Isidro Valdivia, the lead plaintiff in the case.

"Now we're getting together to enforce our rights in court and to demand the fair pay and treatment that we deserve," Valdivia said.

On March 16, Valdivia and four other drivers filed a lawsuit against Waste Management. They will ask the judge to approve their case as a class action lawsuit. If they're successful, then Waste Management drivers whose rights have been violated will be eligible to join the lawsuit.

The drivers are being represented in this action by York Law Corporation, the same firm that won the \$87 million settlement for UPS drivers.

Waste Management drivers who are interested in participating in the lawsuit or learning more about it can go to www.payWMIdrivers.com or contact York Law Corporation at 800-939-1832 and www.yorklawcorp.com.

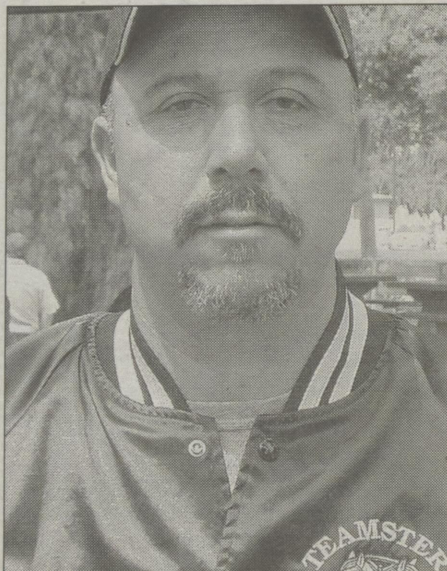
We Demand Fair Pay

"The company pressures us to get our routes down faster and to work through our breaks. We told our business agent about it, and he said, 'Leave me out of this.'

"Now we're getting together to enforce our rights in court and to demand the fair pay and treatment that we deserve."

Isidro Valdivia

Local 396, Waste Management
Chino, Calif.



Strike Possible in Southern California Healthcare on the Line in Grocery Talks

The United Food and Commercial Workers (UFCW) is negotiating new contracts that cover 65,000 grocery workers at Albertsons, Vons, and Ralphs in southern California.

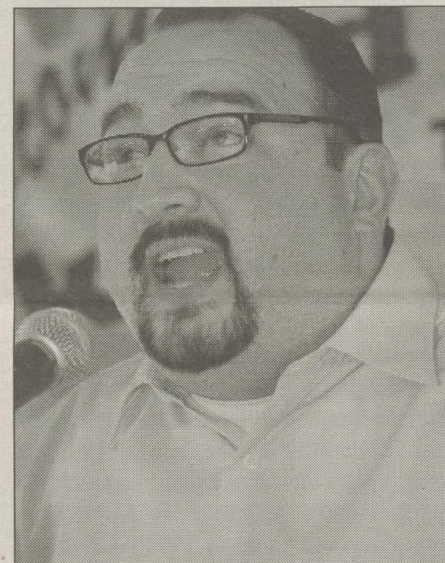
The grocery chains are gearing up for a possible strike, and Teamsters need to be ready to support the clerks.

Healthcare is the big issue in the negotiations. The UFCW lost a 141-day strike against the grocery chains in 2004, and the union agreed to inferior healthcare coverage for new hires to end the strike. Under the current agreement, only 29 percent of new hires are eligible for coverage—and only seven percent of new hires actually get covered.

"We need to stick together with our UFCW brothers and sisters," said Frank Halstead, a Ralphs warehouse worker in Teamster Local 572. "If the chains get away with more healthcare cuts, it's only a matter of time before they come after our Teamster benefits."

The chains have formed a mutual-defense pact. If the union strikes at one of the chains, the other two chains will lock out UFCW members within 48 hours.

"The companies are united. We should be too," Halstead said. "We have to stand up and say we won't cross UFCW picket lines. Our future is on the line."



The Bosses Are United, We Should Be Too

"We need to stick together with our UFCW brothers and sisters. If the chains get away with more healthcare cuts, it's only a matter of time before they come after our Teamster benefits."

Frank Halstead
Local 572, Ralphs
Los Angeles

Grievances

Using the
Grievance
Procedure to
Defend Our Rights
and Build Power
on the Job

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by the Teamster Bank and Life Education
and Legal Defense Foundation (TBLDF)
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or visit www.tdu.org/store

Southern California:

Waste Management Trashes Teamsters' Health Benefits

In a wake-up call to wastehaul Teamsters, Waste Management forced through healthcare cuts on 150 Teamsters in Corona, Calif. after Local 396 officials failed to take action to stop labor law violations by the company.

Waste Management has been attacking Teamster health benefits across the country in an effort to get all employees paying for a portion of their healthcare. Entering contract negotiations, Corona Teamsters had a top health plan with no co-pays and were uniting to keep it that way.

They organized a series of actions to win a strong contract. Bargaining committee members held contract unity meetings that were attended by nearly everyone in the bargaining unit. Members signed a petition saying no to healthcare cuts.

When the District Manager for all of Southern California came to the yard in Chino, Calif. to hold a safety meeting, he saw a room full of Teamsters all wearing stickers that said, "Don't Trash Our Healthcare."

"We wanted the company to know that we would stick together to win a strong contract and a better future for our families," said Daniel Barrios, a driver from the Corona yard. "We stepped up. But our union representatives didn't back us up."

When negotiations resumed, management presented its first and final economic offer—a blatant violation of their obligation under federal law to bargain in good faith. The company held captive audience meetings and threatened Teamsters that they would lose their jobs if the contract didn't pass—another violation of the law.

Instead of filing unfair labor practice charges, Local 396 held a last-minute ratification vote without even holding a

meeting to inform and unite the members. The concessionary contract passed by just one vote, 76 to 75.

Under the new five-year agreement, members were moved into an inferior Teamster health plan. Even worse, the company's benefit contributions will only increase by three to five percent a year even though the cost of healthcare is rising by eight to 15 percent.

"Teamsters need to organize so we have a strong voice and the power to vote down contracts that move us backwards."

Under the contract, members will have to pay out of pocket to cover the difference. As a result, members could be paying well over \$200 a month to cover their healthcare by the end of the contract.

"Our union representatives were laughing at us after they counted the votes, but I don't see anything funny about it. This contract is going to hurt our families and weaken the bargaining power of Local 396 members whose contracts expire this fall," said Pedro Pelayo, a roll-off driver from the Chino yard.

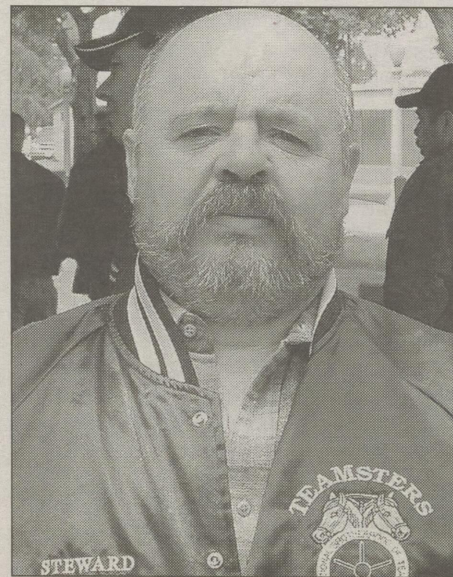
"If we want to win improvements in the waste industry, then rank-and-file Teamsters need to organize ourselves so we have a strong voice and the power to vote down contracts that move us backwards," said Isidro Valdivia, a driver from Chino. "I'll do whatever I can to help my fellow Teamsters in LA County so they don't go through what we just did."

No Laughing Matter

"Our union representatives were laughing at us after they counted the votes, but I don't see anything funny about it."

"This contract is going to hurt our families and weaken the bargaining power of Local 396 members whose contracts expire this fall."

Pedro Pelayo
Local 396, Waste Management
Chino, Calif.



To fight for a strong contract, Teamsters at Waste Management in Corona and Chino organized rank-and-file unity meetings and wore stickers at work that said, "Don't Trash Our Healthcare." They deserved the full backing of our union to achieve their goals. Instead, they got healthcare cuts and other concessions.



Action Needed to Protect Benefits in Solid Waste Don't Trash Our Healthcare!

Waste Management and other industry giants have been attacking Teamster benefits across the country as part of a national plan to shift healthcare costs onto employees.

In April, the company opened up a new front in the healthcare war in Corona, Calif. by cutting the medical benefits of 150 members of Local 396.

Teamsters in the Corona and Chino yards were moved into an inferior healthcare plan as part of their new contract. By the fifth year of the agreement, members could be paying \$200 a month or more for their healthcare.

The next critical battle may be right up the road. This fall, Local 396 will negotiate contracts covering nearly 2,000 wastehaul Teamsters in Los Angeles County.

The time is now for our union to draw the line against healthcare cuts.

LA County is one of the highest concentrations of wastehaul Teamsters in the country. The majority of these Teamsters work for the Big Three employers: Waste Management, Allied Waste, and Republic Services.

Our numbers there give us the power to protect members' benefits—and to send employers and unorganized workers in the industry the message that our union can win strong contracts and a better future for wastehaulers.

Teamsters in Southern California know it won't be easy.

"What happened in Corona is a wake-

up call for us," said Jose Morales, a driver for Waste Management Sun Valley Division. "We've got to get organized and be prepared to stand up for ourselves."

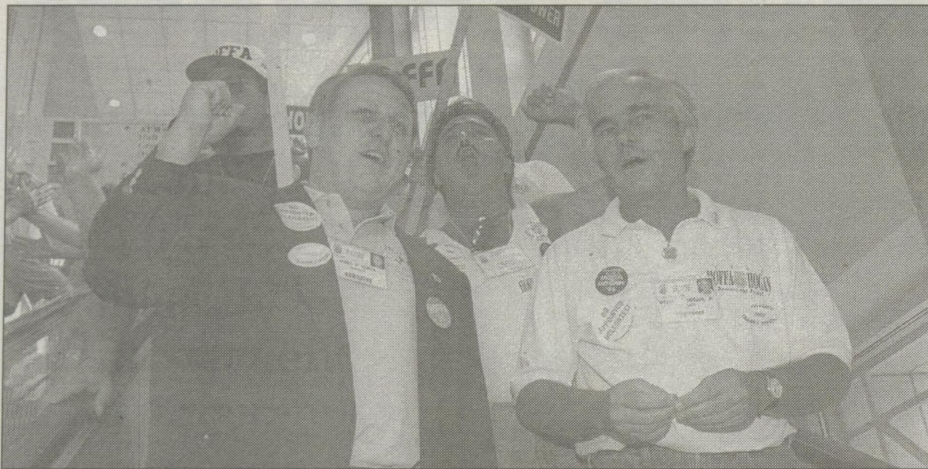
Other Teamsters have shown it can be done. In Seattle, Local 174 launched a contract campaign a year in advance and won major gains. Members at Waste Management and Allied went from paying close to \$300 a month for their health insurance to just \$30 a month.

"What happened in Corona is a wake-up call for us. We've got to get organized and be prepared to stand up for ourselves."

"If we want to succeed this fall, then the rank-and-file membership has to be organized," Morales said. "We need to build a network of wastehaul Teamsters across LA County so we can take coordinated action and show the employers—and our union representatives—that we're serious about winning the contracts we deserve."

For more information about rank-and-file efforts to build a network of wastehaul Teamsters in Southern California—and across the country—contact, Teamsters for a Democratic Union.

Hoffa Associates Charged



Hoffa with former running-mate Billy Hogan. Hogan was removed from the IBT for signing a sweetheart deal with a family business, and he now faces a hearing in federal court for repeatedly violating his prohibition on involvement in the Teamsters.

Justice is Slow, But Hoffa Finally Pays

Justice was slow but Hoffa and his slate have finally been forced to pay over \$100,000 that they failed to pay employers during the 2006 election campaign. On March 28 the Election Supervisor ordered the Hoffa campaign to pay in full, with interest (2007 ESD 407).

Hoffa had tried to convert the debt to employer contributions, but TDU attorney Barbara Harvey successfully argued that it would be illegal.

Hoffa's attorney (and son), David Hoffa, first tried to deceive the Election Supervisor by claiming that Hoffa's running mates had all contributed the maximum allowed. The Election Supervisor proved that most of these rich officials had actually contributed zero or close to it, after they pressured local officials to pony up plenty.

After the March 2007 General Executive Board meeting, Hoffa's running mates were told they would have to pay up. The meeting turned into a shouting match, because some International officials had been lied to about who



Hoffa was crying for employers to cover his campaign debt, even though some Hoffa slate members gave almost nothing. Tom Keegel gave \$60. Fred Gegare gave five bucks.

donated what. Then they saw the truth, as calculated by the Election Supervisor. Read more: www.tdu.org/hoffamustpay.

International Vice President Frank Gillen was charged on April 26 by the Independent Review Board (IRB) with giving false testimony under oath. He faces a hearing and could be expelled from the Teamsters Union, if the charge is sustained. Gillen is charged with lying to cover up his association with Thomas Ryan, who was banned from the Teamsters for embezzling union funds.

Gillen heads Local 500, Philadelphia Joint Council 53, the Pennsylvania Conference of Teamsters, and is an International Vice President for the Eastern Region, part of the Hoffa slate. These four salaries pay him \$231,796 per year in salaries, plus many thousands in allowances.

Billy Hogan, the former president of Chicago Joint Council 25 and formerly

Hoffa's running mate, faces a hearing in federal court in New York on May 21. Hogan was expelled in 2002 from the Teamsters Union for colluding with a non-union employer that his family owned to sign a sweetheart deal undercutting Teamsters in Las Vegas.

Hogan now faces a charge of criminal contempt. He is charged with repeatedly violating his prohibition on involvement in the Teamsters Union.



Hoffa running mate Frank Gillen is charged with lying to the IRB.

Your Opinion: Should Association Be Chargeable?

Some Teamsters have asked the question, should association with a banned former Teamster official be an offense which you can be charged for? The Independent Review Board (IRB) and the International Union say yes. Some Teamsters question this. We want to hear from you.

The logic is that once an official is removed for corruption (such as Tommy Ryan's embezzlement, or Billy Hogan's sweetheart deals), they should not be allowed to influence or direct our union through their contact with officials.

The problem is that oftentimes the contact may only be phone calls of a social nature. Is the ban on association an effective tool for cleaning up our union?

Let us know what you think. Write to letters@tdu.org, or call (313) 842-2600.

Los Angeles

Local 848 Members Stand Up for Rights

by Bruce Blake

Local 848, Retired

Operating on the principle that a strong union is built on rank-and-file involvement, the majority of Local 848 drivers at the Vons grocery warehouse in Los Angeles signed a petition asking for a shop steward election. Local 848 Secretary-Treasurer Jim Santangelo agreed to the petition—but denied members an honest vote.

"The election was a total fraud," says Howard Palmer, a Vons driver. The members wanted an election at the yards but Santangelo insisted on a mail vote. "A mail vote wrought with improprieties," Palmer said.

Ballots were mailed to the wrong members in different facilities; there were candidates on the ballot who did not request to run; there was no process to challenge questionable ballots; no eligibility check; observers were kept so far from the counting process they were rendered useless; the returned envelopes were mailed to the local so anyone could discard ballots cast for candidates they did not support; and even more.

"All we want is a fair election, is that so much to ask for?" Palmer said.

An IBT Western Region Vice President and Joint Council 42 President, Santangelo has a history of violating members' democratic rights. During the 2006 International election almost a dozen charges were upheld against Santangelo for violating member's rights and election rules.

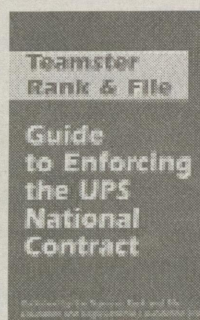
A recent National Labor Relations Board settlement required Santangelo to post notices that he would not threaten members with physical harm, intimidate members, or refuse to accept and process grievances for arbitrary or discriminatory reasons.

Vons drivers are not the only union members that are getting fed up with the strong-arm tactics. Members at Unified Grocers, Coke, US Foods, and Sysco are also beginning to demand change.

Jim Lewis, a Vons Driver and long time Teamster says that members need to stand up for what is right. "It is our civic duty to stand up to our officials and hold them accountable. Working Teamsters need to demand that our rights be respected and not let officials intimidate them."

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Will BLET and BMWED Fix Healthcare Problems?

Rail Unions Go Back to the Bargaining Table

The BLET and the BMWED announced new contracts in February.

Now they're back at the bargaining table, and ratification votes are on hold. What's going on?

Going back to the table gives the two unions a chance to fix problems in the proposed agreements.

On Feb. 28 the Rail Labor Bargaining Committee, a coalition of seven rail craft unions including the BLET and the BMWED, announced that they had reached a tentative agreement with the National Carriers' Conference Committee. Rail members were supposed to vote on the contracts in April, and the agreements were to take effect in June.

But on April 5, the BLET admitted that they had only agreed to an outline of the proposed contract—not to specific contract language. When lawyers from both sides tried to hammer out the actual contracts, they found out that they could not agree on the specific language. So now the unions are back at the table.

The BLET and the BMWED have been bargaining for new contracts since

2004. Under the old agreements, the carriers have raised the cost of monthly employee healthcare premiums each year. Under the old BLET contract, engineers went from paying \$100 a month in 2004 to \$148 a month this year.

In a press release, BLET President Don Hahs said there are two outstanding issues that are preventing an agreement, but he wouldn't say which issues.

Hahs insists on keeping members in the dark, saying, "Details of the agreement cannot be released until both parties have signed off on the final document." Maybe Hahs should have been a little more careful before announcing the tentative deal in February.

The outlines released in February won't bring healthcare costs under control. Instead, BLET and BMWED members will pay 15 percent of their monthly healthcare premiums, and the carriers can



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raise costs each year.

In 2006, the average cost of employer healthcare premiums increased by 7.7 percent—double the rate of inflation. That means healthcare costs for rail Teamsters could skyrocket. In 2010, monthly cost-shifting premiums are capped at \$200 or the 2009 rate, whichever is higher.

For BLET members, the proposed out-

line will also eliminate the Harris Cost of Living Adjustment. Engineers did win one victory, though: the carriers dropped their demand for single-crew operations, at least for this round of bargaining.

Rail Teamsters are waiting to see what will change at the bargaining table. This new round of bargaining is our chance to fix the problems in the proposed agreements.

Engineers Ratify System-Wide Agreement on Wages

CSX Teamsters Give Up Wage Increases

Teamster engineers on the CSX lines have ratified an agreement that swaps wage increases for performance bonuses.

Under this agreement, BLET members on the CSX won't be covered by the national wage agreement with the carriers—and by the end of the agreement, their base wage rate will fall well behind the national rate.

Engineers will get a base pay increase of three percent and a \$2,500 bonus at signing. They will receive a six percent bonus in 2007, eight percent in 2008, and 10 percent in 2009—but only if CSX reaches its financial goals.

At the end of the agreement, base pay will be the same as it was in the beginning. That means engineers will make no gains in wages over the life of the contract, and they'll be starting from scratch when it's time to negotiate a new contract.

In 2009, engineers under the national agreement will be making 18 percent

more than they make now. CSX engineers will still only make three percent more in base pay, and they'll get a 10 percent bonus if they're lucky.

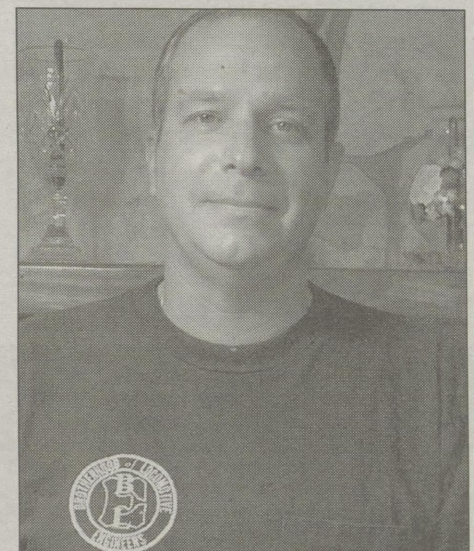
"We've tried a bonus system for a couple of years on the Norfolk Southern," said Hugh Sawyer, local chairman of BLET Division 316 in Atlanta. "The problem is that you have no control over determining whether or not you hit the bonus. And at the end of the agreement, you've made no progress on your base wage. I'm not against bonuses—but they should be gravy on top of a decent wage increase."

Apparently many CSX engineers thought giving up wage increases was a bad idea, too—over 40 percent of them voted to reject the new bonus plan. The new agreement won approval with a vote of 1,580 for and 1,113 against. The agreement covers CSX's Eastern, Western, and Northern Lines, but not the Conrail SAA/CSXT general committee.

We've Tried Bonuses

"We've tried a bonus system for a couple of years on the Norfolk Southern. The problem is that you have no control over determining whether or not you hit the bonus. And at the end of the agreement, you've made no progress on your base wage. I'm not against bonuses—but they should be gravy on top of a decent wage increase."

Hugh Sawyer
BLET Div. 316 Chairman
Atlanta



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TDU Rank and File Convention 2007

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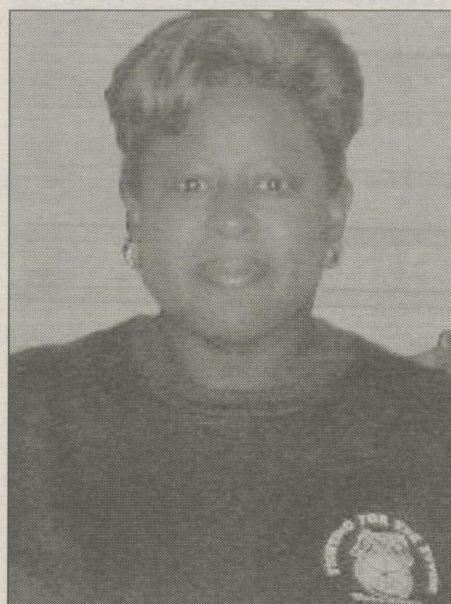


Strategies for Freight in '08

"The 2007 TDU Convention will be the place to talk about the National Master Freight talks.

"I'll be there to talk with other freight Teamsters about how we can get a strong NMFA in '08. You should be too."

Jim Jacob
Local 251, Yellow
Providence, R.I.

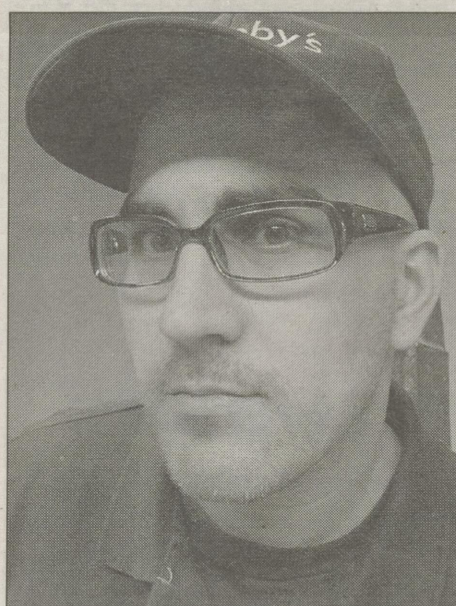


Chicago Teamsters: Don't Miss It

"Teamsters will be coming from all over the country to the 2007 TDU Convention here in Chicago.

"This convention is a real chance for Chicago Teamsters to come together and learn how we can build a stronger union. I'll be there to learn about how we can take back our local."

Sheryl Franklin
Local 726
City of Chicago



New Tools for Teamster Activists

"I went to the Convention a couple years ago and I'm looking forward to attending again. The workshops gave me new tools about how to file strong grievances and fight back. The best things we've achieved have come from the strategies we learned through TDU. The Convention is a morale booster. The daily grind of standing up for what's right can be aggravating and depressing. It lifts you up to be with other Teamsters who have similar goals."

David Martinez
Local 814, Sotheby's
New York

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